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2012 Conference Program

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MONDAY
4/2/12

39th Annual National Conference:
A Joint Labor/Management Meeting
Academic Collective Bargaining Under Siege: Implications for a Public Good

All Panels, Workshops, and Luncheon Speeches

8:30 AM - 5:40 PM CUNY Graduate Center, Concourse Level
365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th and 35th St.)

Breakfast

8:15 - 9:00 AM Concourse Lobby 45 minutes

Welcome

9:00 - 9:15 AM Proshansky Auditorium 15 minutes

Jennifer J. Raab, *President, Hunter College, City University of New York*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Sandi Cooper, *Chair, University Faculty Senate, City University of New York*
Richard Boris, *Executive Director, National Center*

Plenary. Overview: Financial Landscape of Public Higher Education

9:15 - 10:15 AM Proshansky Auditorium 45 minutes

Jane V. Wellman, *Executive Director, National Association of System Heads (NASH), and Founding Director, Delta Project on Postsecondary Costs, Productivity & Accountability*
Respondent: Angelo Armenti, *President, California University of Pennsylvania*
Introduction: Marcia Keizs, *President, York College, City University of New York*

Break

10:15 - 10:30 AM 15 minutes

Panel and Workshop

10:30 - 11:45 AM 1 hour 15 minutes

Strategies for Coping with Public Higher Education’s Financial Landscape
(Companion Panel to Opening Plenary)

10:30 - 11:45 AM Proshansky Auditorium 1 hour 15 minutes

Barbara Bowen, *President, Professional Staff Congress, City University of New York*
F. King Alexander, *President, California State University, Long Beach*
Moderator: Gail Brooks, *Vice Chancellor, Human Resources, California State University system*

Workshop: Freedom of Information Law CLE Credit

10:30 - 11:45 AM Room 9207 1 hour 15 minutes

Kathi Westcott, *Senior Counsel, American Association of University Professors*

Luncheon Food Service, Presentations, and Workshop

11:50 AM - 1:30 PM Concourse Lobby 1 hour 40 minutes

Luncheon Greetings

12:10 - 12:15 PM Proshansky Auditorium 5 minutes

Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*
Larry Singer, *Senior Vice President, Segal Company*

Views from Our Community Roundtable: Senior Administrators Respond to the Crisis

12:15 - 1:00 PM Proshansky Auditorium 45 minutes

Joe Glover, *Provost and Senior Vice President for Academic Affairs, University of Florida*
Chuck Staben, *Provost and Vice President for Academic Affairs, University of South Dakota*
Linda Johnsrud, *Executive Vice President for Academic Affairs and Provost, University of Hawaii System*
Moderator: Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*

Lunch Bridge to Breakout Sessions: Questions for Our Colleagues in These Times

1:00 - 1:30 PM Proshansky Auditorium 30 minutes

Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*
Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

Workshop: Interest Based Bargaining CLE Credit

(Begins at same time as 1st Proshansky Auditorium Session during the Luncheon)

12:15 - 1:30 PM Room 9207 1 hour 15 minutes

Ed Hartfield, *Executive Director, The Hartfield Resolution Group*
Robert Ufberg, *Esq., Senior Partner, Ufberg Sileo, LLP*

Break

1:30 - 1:45 PM 15 minutes

Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses

1:45 - 3:00 PM 1 hour 15 minutes

I. Budget Issues

1:45 - 3:00 PM Room C201 1 hour 15 minutes

Tom Auxter, *President, United Faculty of Florida/AFT/NEA*
Paul Lingenfelter, *President, State Higher Education Executive Officers (SHEEO)*
Matt Sapienza, *Associate Vice Chancellor for Budget and Finance, City University of New York*
Mark Smith, *Higher Education Policy Analyst/NEA*
Moderator: Craig P. Smith, *Deputy Director, Higher Education, American Federation of Teachers*

II. Legal Challenges to Collective Bargaining

1:45 - 3:00 PM Room C203 1 hour 15 minutes

David Jackson, *President, Bowling Green State University Faculty Organization/AAUP, Ohio*
Gary A. Hamilton, *J.D., Special Assistant to the Provost and Vice President for Academic Affairs, Professor, Collins College, California State Polytechnic University, Pomona*
Phil Hostak, *Esq., Office of the General Counsel/NEA*
Moderator: Jim Moran, *Interim President, Edinboro University of Pennsylvania*

III. Crisis Impact on Students, Families, Local Businesses

1:45 - 3:00 PM Room C198 1 hour 15 minutes

Steve Teixeira, *Secretary, Academic Professionals of California, California State system*
Ellie Sullivan, *President, University Professionals of Illinois/AFT*
Gary Dent, *Vice Chancellor, Human Resources and Labor Relations, Pennsylvania State System of Higher Education*
América Facundo, *Professor, Internal Medicine Department, University of Puerto Rico, School of Medicine*
Lida Orta Anés, *Professor and Coordinator Industrial Hygiene Program, University of Puerto Rico, Graduate School of Public Health*
Moderator: Leo Welch, *Trustee, Eastern Illinois University*

IV. Best Practices to Avoid Crisis Impact on Diversity and Gender

1:45 - 3:00 PM Room C205 1 hour 15 minutes

Kimberly King, *Delegate to the Council for Affirmative Action, California State University, Los Angeles, California Faculty Association/AAUP/CTA/NEA/SEIU*
Lisa Ossian, *Executive Board, NEA Thought & Action Review Panel, Des Moines Area Community College Higher Education Association/ISEA/NEA*
Martha Garcia, *Grievance Officer, Imperial Valley College/CCA/CTA/NEA*
Joel Martin, *Vice Provost, Academic Personnel & Dean of the Faculty, University of Massachusetts, Amherst*
Moderator: John Rose, *Dean for Diversity, Hunter College, City University of New York*

MONDAY
4/2/12

39th Annual National Conference:
A Joint Labor/Management Meeting
Academic Collective Bargaining Under Siege: Implications for a Public Good

V. Changing the Conversation: Fiscal Constraints—Responding to the Challenge?

1:45 - 3:00 PM Room C197 1 hour 15 minutes

Bill Perry, *President, Eastern Illinois University*
Robert L. Miller, *General Counsel, Eastern Illinois University*
Frances Cortez Funk, *President, Kutztown University State College University Professional Organization*
Evelyn Nazario, *Assistant Vice Chancellor, Human Resources Management, California State University system*
Panelist and Moderator: Len Zinnanti, *Chief Operating Officer, Hunter College, City University of New York*

VI. Workshop: Negotiations 101 CLE Credit

1:45 - 3:00 PM Room 9207 1 hour 15 minutes

Joe Ambash, *Esq., Fisher & Phillips*
Alan Shapiro, *Esq., Sandulli Grace, P.C.*
Howard Parish, *Arbitrator Mediator, New Jersey Public Employment Relations Commission Panel of Arbitrators, New Jersey State Board of Mediation, American Arbitration Association Panel of Arbitrators*

Break

3:00 - 3:15 PM 15 minutes

Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses II

3:15 - 4:30 PM 1 hour 15 minutes

I. Collective Bargaining. The Crisis: Impact on Retirement, Tenure, Faculty Mobility and Health Care

3:15 - 4:30 PM Room C205 1 hour 15 minutes

Peter Schmidt, *Senior Writer, The Chronicle of Higher Education*
Debbie Bell, *Executive Director, Professional Staff Congress, City University of New York*
Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*
Larry Singer, *Senior Vice President, Segal Company*
Moderator: Karen Stubaus, *Associate Vice President, Academic Affairs, Rutgers University, State University of New Jersey*

II. The Nexus between Budget Conditions and Collective Bargaining Realities: What We Disagree and Agree Upon

3:15 - 4:30 PM Room C198 1 hour 15 minutes

Howard Bunsis, *AAUP, Eastern Michigan University*
Patrick Lenz, *Vice President Budget, University of California*
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

III. Digital Instruction and Rights: Impact on Collective Bargaining Agreements and Contract Language

3:15 - 4:30 PM Room C197 1 hour 15 minutes

Cynthia Eaton, *Associate Professor, English, Suffolk County Community College/NYSUT/AFT/NEA*
Diane White, *Past President, Solano College Faculty Association, CCA/CTA/NEA*
Kathi Westcott, *Acting Senior Counsel, American Association of University Professors*
Mark Farley, *Managing Consultant, InvOv8 Inc.*
Jim Castagnera, *Associate Provost and Associate Counsel, Academic Affairs, Rider University*
Moderator: Jeff Frumkin, *Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan*

IV. Contingent Faculty: One System's Response

3:15 - 4:30 PM Room C201 1 hour 15 minutes

Ken Mash, *APSCUF Vice President, Professor, East Stroudsburg University*
Jim Moran, *Interim President, Edinboro University of Pennsylvania*
Moderator: Cindy Oliver, *President, Federation of Post-Secondary Educators, Vancouver, Canada*

V. Faculty Entrepreneurship: Funding Source?

3:15 - 4:30 PM Room C203 1 hour 15 minutes

Gillian Small, *Vice Chancellor for Research, City University of New York*
Gary Rhoades, *former General Secretary, AAUP, Professor, Higher Education, University of Arizona*
Deborah Williams, *J.D., Vice-President, Johnson County Community College Faculty Association, Kansas NEA*
Ira Blake, *Senior Vice President and Provost, Bloomsburg University of Pennsylvania*
Moderator: Steve Greatorex, *Business Manager, Connecticut State University-AAUP*

VI. Workshop: Negotiations 102 CLE Credit

3:15 - 4:30 PM Room 9207 1 hour 15 minutes

Stuart Davidson, *Esq., Willig, Williams & Davidson*
Amy Rosenberger, *Esq., Willig, Williams & Davidson*
Nicholas Anastasopoulos, *Esq., Mirick O'Connell LLP*
Michael T. Loconto, *Associate Director of Labor Relations, Harvard University*

Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses III

4:30 - 5:40 PM 1 hour 10 minutes

I. Collective Bargaining Contracts with Performance Metrics

4:30 - 5:40 PM Room C201 1 hour 10 minutes

Eric Mintz, *Chief Negotiator, Kent State University/AAUP*
Mike Cheung, *Chief Negotiator, University of Akron/AAUP*
Mike Sherman, *Provost, University of Akron*
Sue Averill, *Associate Provost for Faculty Affairs, Kent State University*

II. Views from Our Constituents: Union Coalition Building

4:30 - 5:40 PM Room C198 1 hour 10 minutes

Lillian Taiz, *President, California Faculty Association*
Steve Hicks, *President, APSCUF*
Gary Rhoades, *former General Secretary, AAUP; Professor, Higher Education, University of Arizona*

III. Higher Education for Profit

4:30 - 5:40 PM Room C203 1 hour 10 minutes

Craig P. Smith, *Deputy Director, Higher Education, American Federation of Teachers*
Gail Brooks, *Vice Chancellor, Human Resources, California State University system*
Kimberly Sullivan, *Clark College, NEA Higher Education Emerging Leaders Academy*
Moderator: Jim Rice, *President, National Council for Higher Education/NEA*

IV. Union Coalition Bargaining: Faculty, Staff, Librarians, Contingent

4:30 - 5:40 PM Room C205 1 hour 10 minutes

Jim Weir, *Board of Directors, Community College Association/CTA*
Cindy Oliver, *President, Federation of Post-Secondary Educators, Vancouver, Canada*
Eileen Landy, *Statewide Secretary, United University Professions/NYSUT/AFT/NEA, State University of New York*
Adrienne Eaton, *President, Rutgers University, AAUP/AFT*
Trace Laux, *President, FT-NTT Unit/AAUP, Kent State University*
Panelist and Moderator: Richard Nettell, *UHPA Executive Committee, Chair, Legislative and Political Action Committee, UHPA/NEA, University of Hawaii, Manoa*

Reception

6:00 - 7:00 PM Affinia Dumont Hotel Hospitality Suite

All Panels, Workshops, and Luncheon Speeches		
8:30 AM - 1:30 PM	CUNY Graduate Center Concourse Level 365 Fifth Avenue, New York, NY 10016 (Entrance on Fifth Avenue between 34th and 35th Streets)	
Breakfast		
8:15 - 9:00 AM	Concourse Lobby	45 minutes
Panels and Workshop		
9:00 AM - 9:45 AM		45 minutes
9:00 AM - 10:15 AM		1 hour 15 minutes
10:00 AM - 10:45 AM		45 minutes
50 Year Retrospective: The Past and The Future		
9:00 - 9:45 AM	Proshansky Auditorium	45 minutes
Ernst Benjamin, AAUP Daniel Julius, Vice President, Academic Affairs, University of Alaska system Panelist and Moderator: Doug Lederman, Editor, Inside Higher Ed		
Break		
9:45 - 10:00 AM		15 minutes
Workshop: Negotiations 103 CLE Credit (Begins at same time as 1st Proshansky Auditorium Session)		
9:00 - 10:15 AM	Room 9207	1 hour 15 minutes
Carl Levine, Esq., Levy Ratner, P.C.		
Perspectives: Challenges to Collective Bargaining in Ohio, Wisconsin, and Michigan		
10:00 - 10:45 AM	Proshansky Auditorium	45 minutes
Rudy Fichtenbaum, Professor, Economics, Wright State University Jeff Frumkin, Assistant Provost and Senior Director, Academic Human Resources, University of Michigan Bill Johnson, Senior Director, Labor Relations and Policy Development, University of Cincinnati Sara Kilpatrick, Executive Director, Ohio Conference AAUP Bryan Kennedy, President, AFT Wisconsin Joe McCartin, Associate Professor, History, Georgetown University Dan Clawson, former President, Massachusetts Society of Professors/MTA/NEA; Professor, Sociology, University of Massachusetts, Amherst Moderator: Pamela Silverblatt, Vice Chancellor, Labor Relations, CUNY		
Break		
10:45 - 11:00 AM		15 minutes
Concurrent Sessions: General Concerns		
11:00 - 12:15 AM		1 hour 15 minutes
I. Legal Issues in Higher Education: Annual Review of Decisions, Cases CLE Credit		
11:00 AM- 12:15 PM	Proshansky Auditorium	1 hour 15 minutes
Nicholas DiGiovanni, Esq., Morgan, Brown & Joy Kathi Westcott, Senior Counsel, American Association of University Professors Frederick Schaffer, Esq., Vice Chancellor, Legal Affairs, City University of New York		
II. Where is the Research? Does Data Drive our Decisions?		
11:00 AM- 12:15 PM	Room C201	1 hour 15 minutes
Steve Katsinas, Director, Education Policy Center, University of Alabama Marty Finkelstein, Professor, Higher Education, College of Education, Seton Hall University Moderator: Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University		
III. What Case Can Public Higher Education Make that Will Resonate with Politicians?		
11:00 AM- 12:15 PM	Room C198	1 hour 15 minutes
Donna Cooper, Senior Fellow, Economic Policy, Center for American Progress Carl Friedlander, President, CFT Community College Council/AFT John Fincher, Regional Director, Community College Association/CTA/NEA Hon. Malcolm Smith, New York State Senator Hank Sheinkopf, Political Consultant, Sheinkopf Communications		
IV. The Collective Bargaining Landscape for Contingent Faculty		
11:00 AM - 12:15 PM	Room C203	1 hour 15 minutes
Alyssa Picard, Organizing Director, AFT Michigan Margaret Merryfield, Senior Director, Academic Human Resources, California State University system Joe Berry, Labor Researcher, Labor Education Specialist, Author Robert Zazzali, Vice President for Employee and Labor Relations, Rowan University Howard Parish, Arbitrator Mediator, New Jersey Public Employment Relations Commission Panel of Arbitrators, New Jersey State Board of Mediation, American Arbitration Association Panel of Arbitrators Moderator: Jacquelyn Lloyd, Contract Administrator, Graduate Employee Union, Michigan State University		
Luncheon Food Service		
12:15 - 12:45 PM	Concourse Lobby	30 minutes
Publication Report. Journal of Collective Bargaining in the Academy: Announcement Volume II		
12:30 - 12:45 PM	Proshansky Auditorium	15 minutes
Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University, co-editor Steve Hicks, President, APSCUF, co-editor		
Lunch: What is Private/Public? Yeshiva Revisited		
12:45 - 1:30 PM	Proshansky Auditorium	45 minutes
Lafe Solomon, Acting General Counsel, NLRB Moderator: Mike Mauer, Esq., Senior Labor Advisor, American Association of University Professors		